



# WARRANT OFFICER RECRUITING

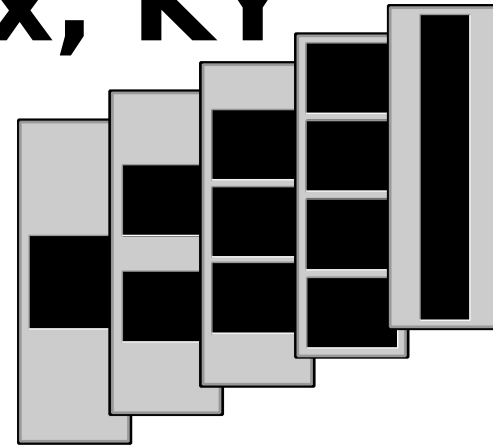
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## U.S. Army Recruiting Command



Fort Knox, KY



## Warrant Officer Recruiting Briefing



U.S. Army Recruiting Command

[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)



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## Briefing Agenda

Warrant Officer Recruiting Mission

Definition of a Warrant Officer

Opportunities and Benefits

Education and Training

Application and Processing





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## Warrant Officer Recruiting Mission

The United States Army Recruiting Command is charged with recruiting highly qualified applicants to serve as

Army warrant officers

### Warrant Officer Recruiting Branch



1. SFC Marcelino Morales

2. SFC Carmen McDavitt

3. CW3 Adam Williams

4. SFC Antonio Johnson

5. SFC Thomas Skaggs



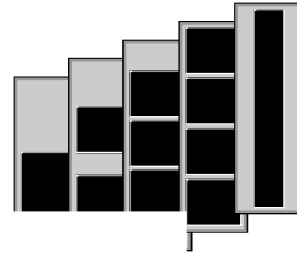
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## Who applies to become a

### Warrant Officer?

Applicants who want to make a difference

Applicants who want to advance their careers

Applicants who want to stay in their career fields

Applicants who want better retirement pay for  
family

Applicants who desire more post military career  
opportunities

Soldier





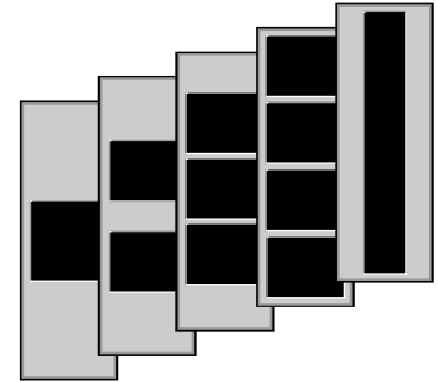
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## What is a Warrant Officer?

*(new DA PAM 600-3 Definition)*



**“Warrant officers are highly specialized officers. They are self-aware and adaptive combat leaders, trainers, staff officers, and advisors. Warrant officers are competent and confident warriors, innovative integrators of emerging technologies, dynamic teachers, and developers of specialized teams of soldiers...”**





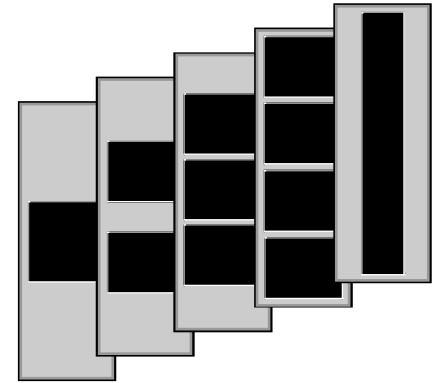


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## What you will be as a Warrant Officer!



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## Opportunities and Benefits

**Better Pay and Retirement**  
**Faster Promotion Potential**  
**Technical Training and Education**  
**Extended Career Path**  
**Challenging Assignments**  
**Perform Core Duties Longer**  
**Small Elite Corps**

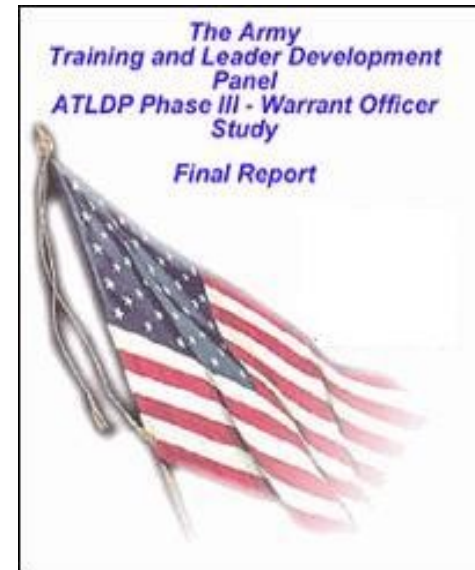
Makes up 2% of the Army  
and 15% Officer corps

### **New Proposed Warrant Officer MOSs**

Chemical **(FY10 it will be 740A WOMOS)**

Civil Affairs **(Two or Three more years)**

Psychological ops **(Two or Three more years)**



### **44 Recommendations:**

- 9 July 04 Basic Branch change & CW5 Insignia Change
- Save pay effective 9 July 04
- WOCS changes
- Targeted pay raises



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## Retirement Pay Comparison

*Based on January 2009 Pay Scale*

*w/3.5% Inflation, 28% tax rate*

*(High III Retirement Formula)*

*According to the Army Times dated 12 Jan 2009*

<b>CW3</b>	<b>20</b>	<b>\$2,421 (50%)</b>	
<b>E-7/SFC</b>	<b>20</b>	<b>\$1,850</b>	<b><u>\$57</u></b>
<b>(50%)</b>			<b><u>1</u></b>
<b>CW4</b>	<b>24</b>	<b>\$3,456 (60%)</b>	
<b>E-8 /MSG</b>	<b>24</b>		<b><u>\$83</u></b>
<b>\$2,625 (60%)</b>			<b><u>1</u></b>
<b>CW5</b>	<b>30</b>	<b>\$5,791 (75%)</b>	
<b>E-9 /SGM</b>	<b>30</b>		<b><u>\$1123</u></b>
<b>\$4,668 (75%)</b>			








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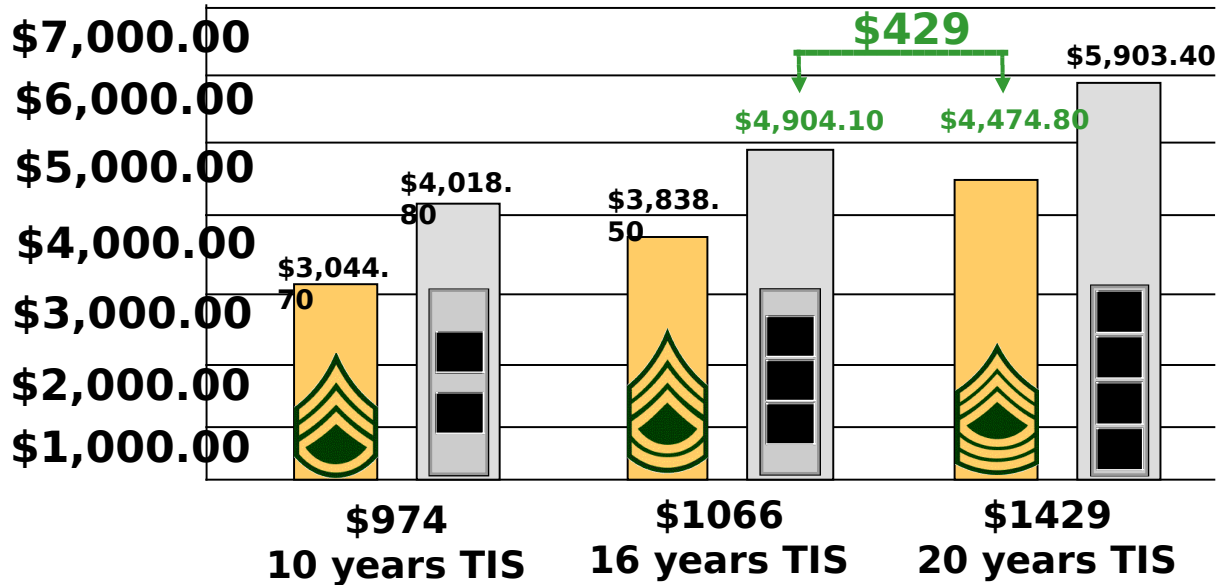
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## NCO/Warrant Base Pay Comparison

 ENL  
 WO

*Based on January 2009 Pay Scale*



### Snapshot

**E-5 vs W1 at 6 years TIS = Approximate \$788.00**

**E-6 vs W1 at 8 years TIS = Approximate \$622.00**

**E-7 vs W1 at 10 years TIS = Approximate \$511.00**



U.S. Army

[rec.army.mil/warrant](http://rec.army.mil/warrant)



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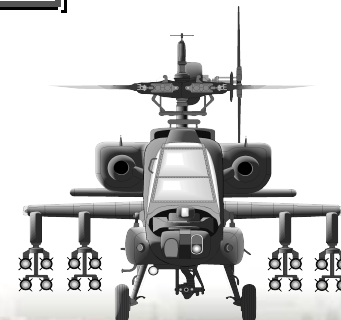


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## Flight Pay

Years of Aviation Service	Monthly Rate
2 or less	\$125
Over 2	\$156
Over 3	\$188
Over 4	\$206
Over 6	\$650
Over 14	\$840



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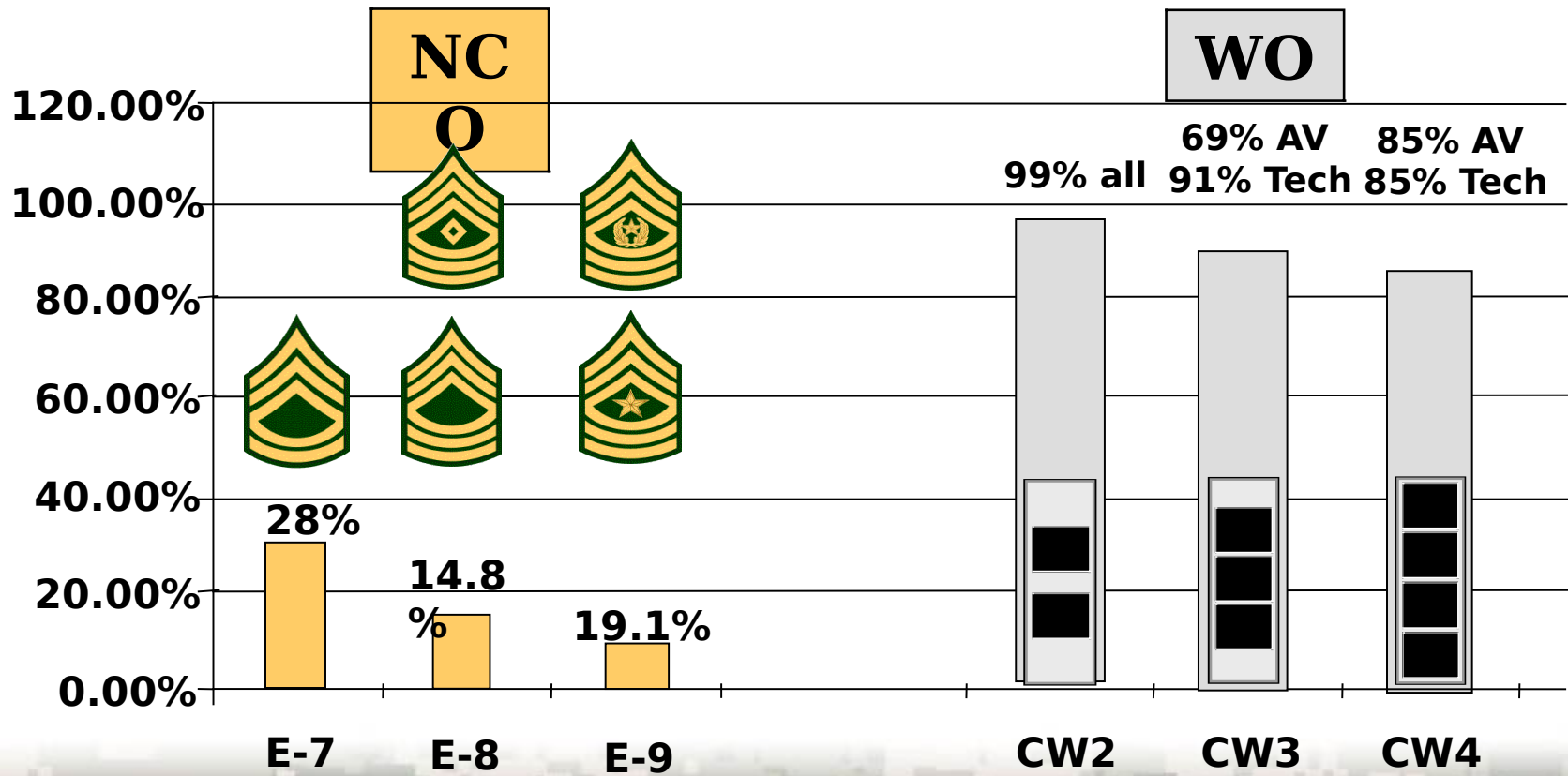
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## Army NCO & WO Promotion Comparison





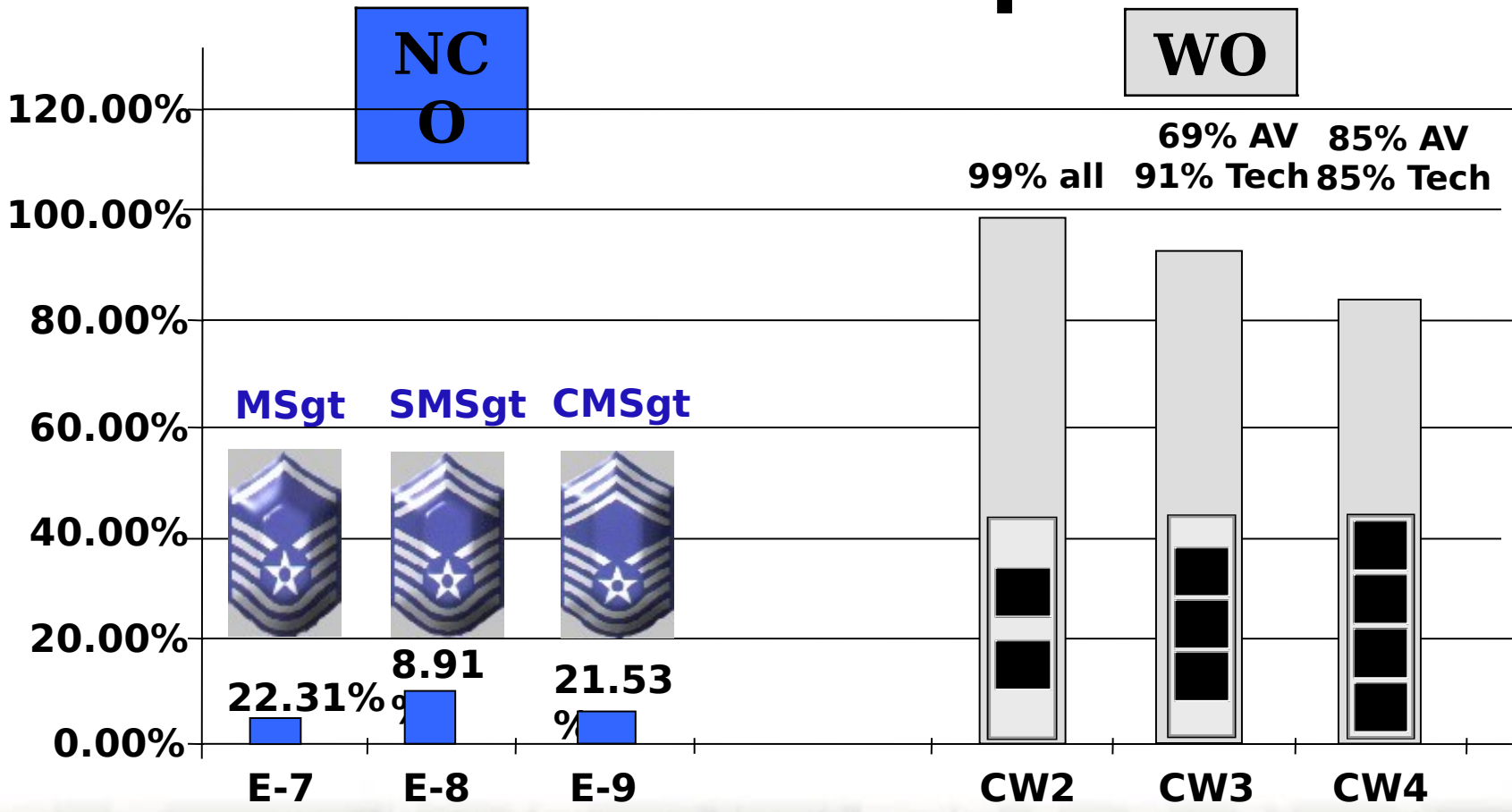
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## Air Force NCO & WO Promotion Comparison



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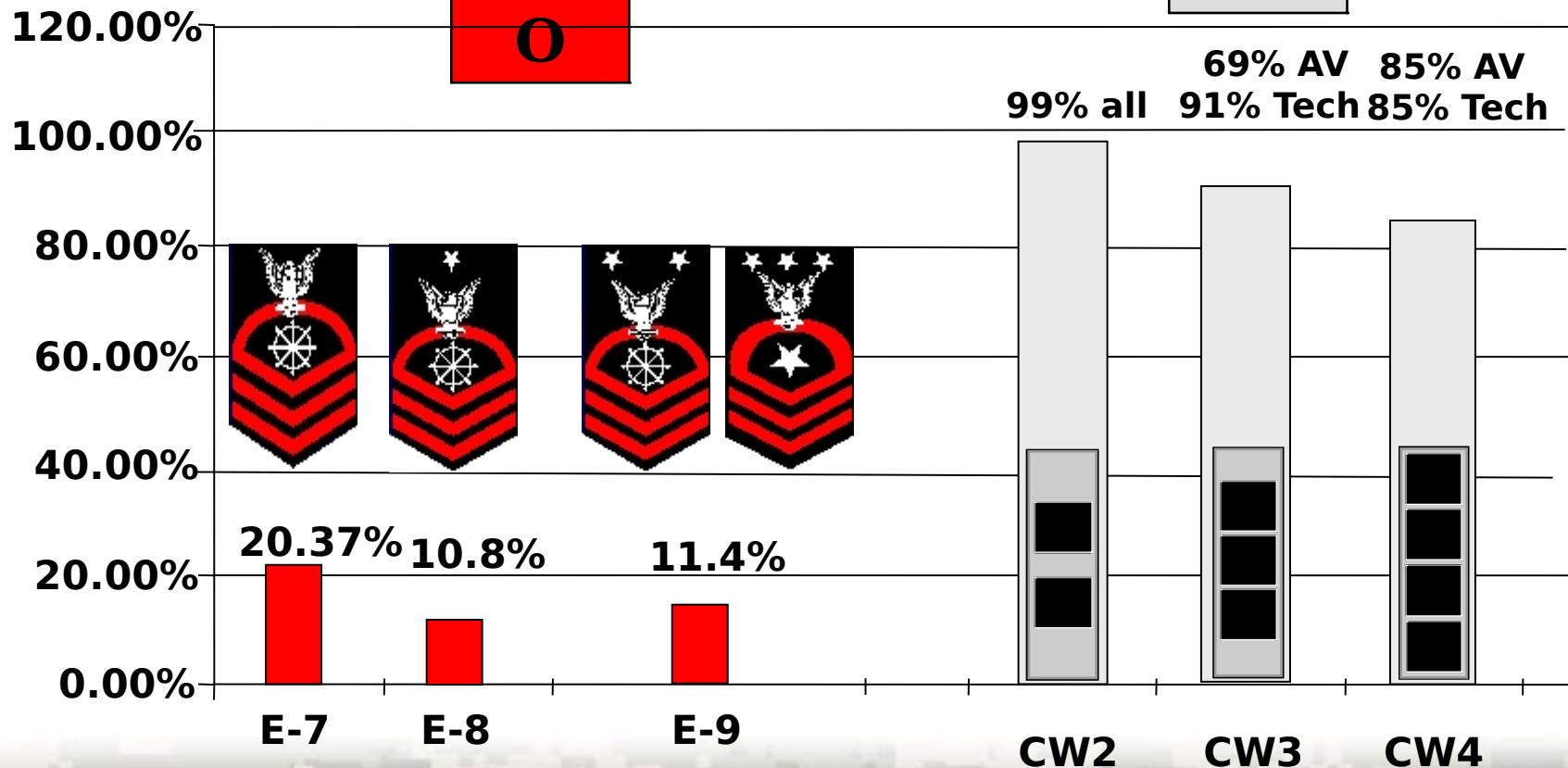


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## Navy NCO & WO Promotion Comparison

NC  
O

WO







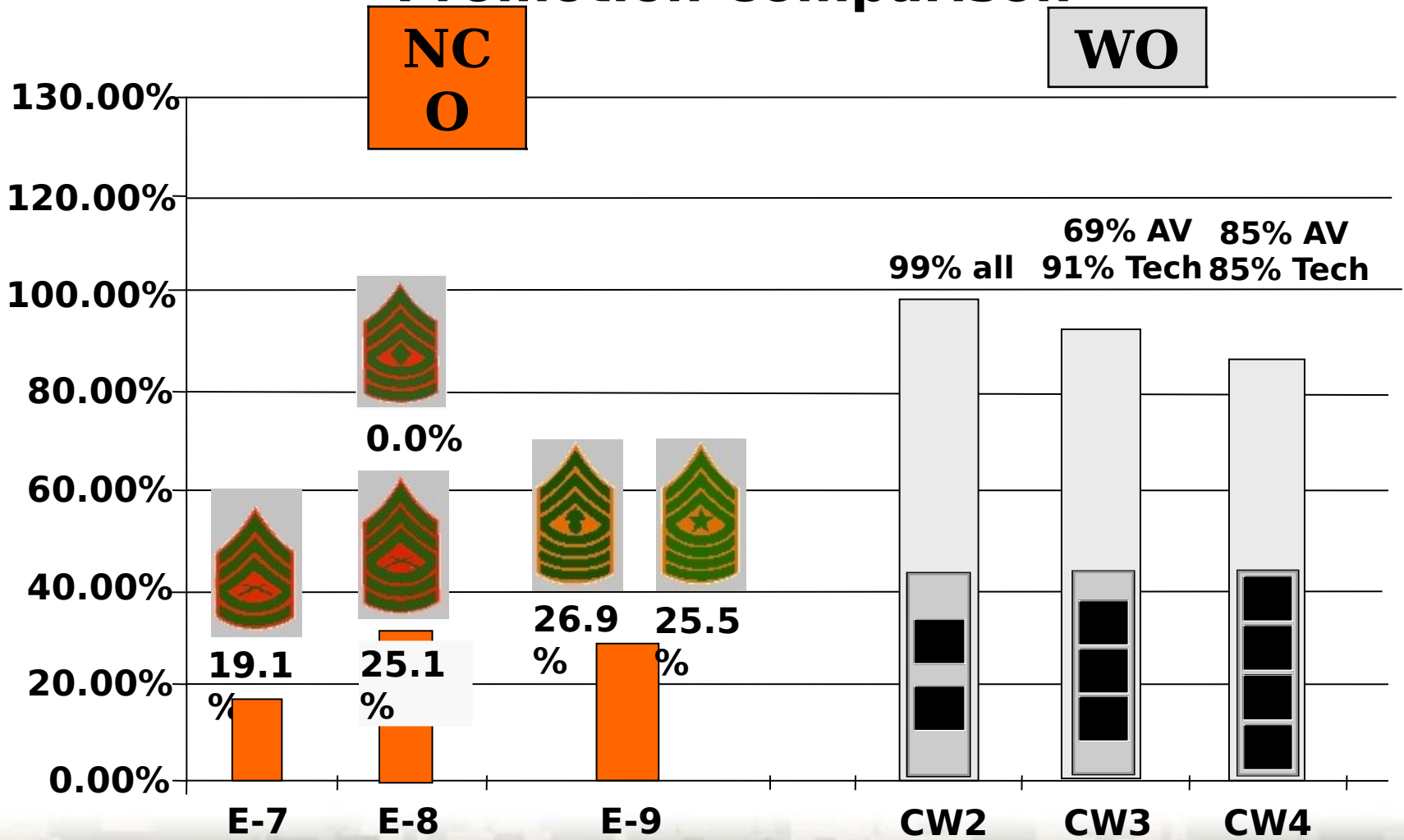
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## Marines NCO & WO Promotion Comparison





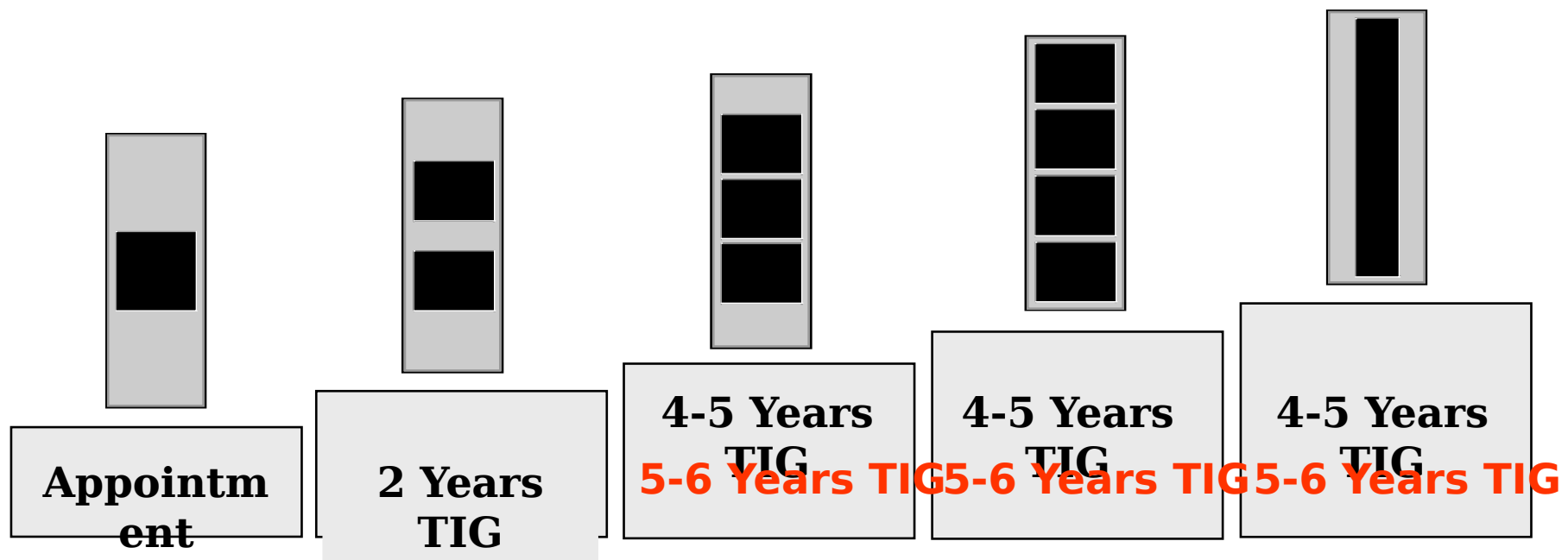
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## Warrant Officer Promotions



**Aviators require one year longer for senior grades**





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## Training and Education

Maintain G.I. Bill benefits

Maintain tuition assistance (TA) benefits

Maintain E-Army U

Degree Completion Program

Senior Service College selection/Combined advanced civil  
schooling

Logistics Management College, VA (LEDC/FIT program)

Naval Post Graduate School, MD (XP Course cooperative)

Joint Military Intelligence College, DC

Army Management Staff College, VA





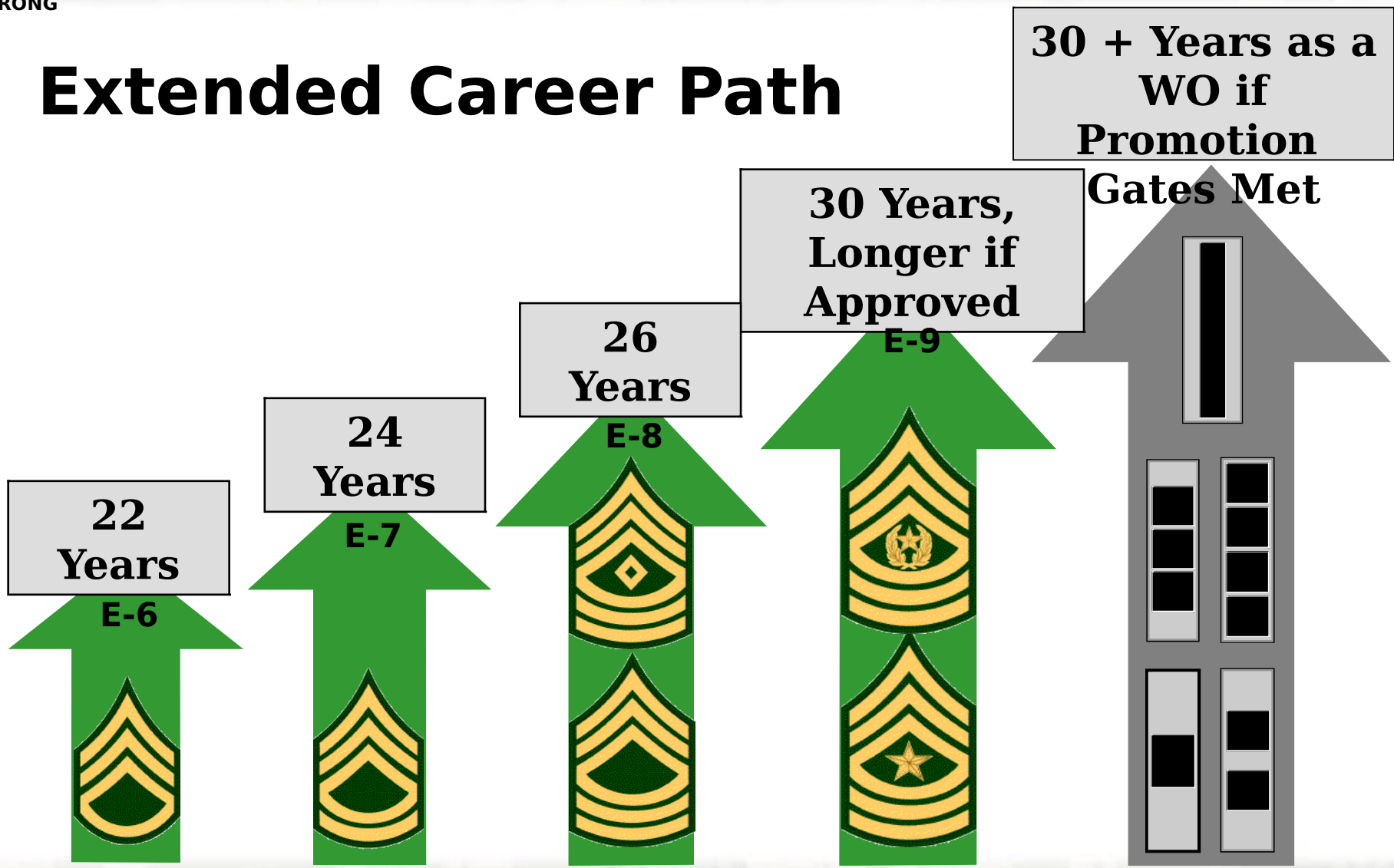
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## Extended Career Path





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## Warrant Officer Candidate School

<http://usawocc.army.mil/>

Selectees will attend either the four weeks and four days  
or  
the six weeks and four days Warrant Officer Candidate  
School (WOCS).

E5 graduated from PLDC/WLC, and E6 and above = 4 weeks and 4 days

E5 non-graduate from PLDC/WLC and all E1 to E4 = 6 weeks and 4 days

### Purpose

Leadership Potential  
Self Discipline  
Attention to Detail  
Time Management

### Professional Development

Leadership  
Communication  
Management  
Ethics

**(Conditional Promotion to WO1)**



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## Candidate Duty Day

1st Warrant Officer Company

**0530\* - Wake**

**0542 - First Formation**

**0545 - 0645 PT**

**0645 - 0715 Hygiene/CACU**

**0715 - 0730 UIR**

**0735 - 0820 Breakfast**

**0830 - 1220 Academics**

**1230 - 1330 Lunch**

**1330 - 1720 Academics**

**1730 - 1815 TAC Time**

**1815 - 1930 Dinner**



**1930 - 2000\***

**Change**

**2000 - 2045**

**CACU**

**2045 - 2145\***

**Study Ho**

**2145 - 2235\***

**IEM/Hygie**

**2235 - 2245**

**Lights Ou**



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## Warrant Officer Basic Course

Provides MOS Technical and Tactical Certification

Permanent Promotion to WO1



Signal



Military  
Intelligence



Ordnanc  
e



Transportation



Quartermast  
er



Special  
Forces



Judge  
Advocate



Field  
Artillery



Adjutant General



Military  
Police



Air Defense  
Artillery



Aviatio  
n



Enginee  
r



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## Warrant MOS Selection Percentage FY08

131A Field Artillery Targeting Technician	62%	352P Voice Intercept Technician	86%
140A Command and Control Systems Technician	73%	352S Non Morse Intercept Technician	50%
140E Air and Missile Defense Tactician/Technician	86%	353T Intelligence and Electronic Warfare Technician	48%
150A Air Traffic Control Technician	100%	420A Human Resources Technician	27%
151A Aviation Maintenance Technician	23%	420C Bandmaster	100%
153A Rotary Wing Aviator	19%	880A Marine Deck Officer	83%
180A Special Forces Warrant Officer	95%	881A Marine Engineering Officer	80%
210A Utilities Operation and Maintenance Technician	82%	882A Mobility Officer	23%
215D Geospatial Information Technician	100%	890A Ammunition Technician	85%
250N Network Management Technician	48%	913A Armament Systems Maintenance Warrant Officer	100%
251A Information Systems Technician	30%	914A Allied Trades Warrant Officer	76%
254A Signal Systems Support Technician	50%	915A Automotive Maintenance Warrant Officer	36%
311A CID Special Agent	95%	919A Engineer Equipment Maintenance Warrant Officer	60%
350F All Source Intelligence Technician	91%	920A Property Accounting Technician	44%
350G Imagery Intelligence Technician	38%	920B Supply Systems Technician	68%
350K TACTICAL UAV	22%	921A Airdrop Systems Technician	83%
350Z Attaché Technician	86%	922A Food Service Technician	49%
351L Counterintelligence Technician	70%	923A Petroleum Systems Technician	24%
351M Human Intelligence Collection Technician	88%	948B Electronic Systems Maintenance Technician	56%
352N Traffic Analysis Technician	71%	948D Electronic Missile Systems Maintenance Technician	43%

**= ANY MOS MAY APPLY**





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**Where to Start**

[WWW.USAREC.ARMY.MIL/WARRANT](http://WWW.USAREC.ARMY.MIL/WARRANT)

## U.S. Army's Recruiting Command's - Warrant Officer Recruiting Information Site

Home  
Active Duty Applicants  
Civilian Applicants  
Reserve Component/National Guard  
Selection Information | [SORB Information](#) | [Chaplain Information](#)  
Warrant Officer MOS Prerequisite Quick Link



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Questions or comments contact [WO-TEAM](#)



### Home - Welcome

Click [here](#) to find out how to get started on becoming a Warrant Officer

Warrant Officer Recruiting Site Quick Links

[60 Second Warrant Officer Commercial](#)

[30 Second Warrant Officer Commercial](#)

[Warrant Officer Brochure](#)

#### Important Survey Notice:

If you did not see the Pop Up Screen to register with our Email Database and you wish to be notified by email of warrant officer recruiting briefs being held in your area, please click [here](#) to register.

#### Current Warrant Officer Application Shortages

351L, 351M, 352P and 352S, Ammunition Technician - 890A, Armament Technician - 913A, Airdrop Sy

#### Expanded Warrant Officer Opportunities

Collection Technician (351M) open to ALL enlisted MOS\* that meet minimum prerequisites for non-feed

#### Additional WOMOS FY10

itation in FY10.

#### HOT TOPICS\*\*\*Hot Topics\*\*\*Hot Topics\*\*\*Hot Topics\*\*\*Hot Topics\*\*\*HOT TOPICS\*\*

- NOVEMBER 2008 SELECTION BOARD RESULTS RELEASED; MILPER MSG# 08-308 -- [CLICK HERE](#)

\*\*\*\*\*NEW FORMS ( effective for [NEW](#) packets after 1 Jan 09)\*\*\*\*\*



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## STEP 2: Administrative Requirements

(An applicant must meet these seven Administrative Requirements before applying for the Warrant Officer Program)

1. US Citizenship (No Waivers)

2. General Technical (GT) score of 110 or higher (No Waivers)

3. High school graduate or have a GED (No Waivers)

4. Secret security clearance

(Interim secret is acceptable to apply, except for WO MOS 882A)

5. Pass the standard 3-event Army Physical Fitness Test (APFT) and meet height/weight standards  
(Can apply for an APFT waiver)

6. Pass the appointment physical for technicians or the Class 1A flight physical for 153A  
(Flight = 18 months / Technical = 24 months)

7. All Applicants must have 12 months remaining on their enlistment contract



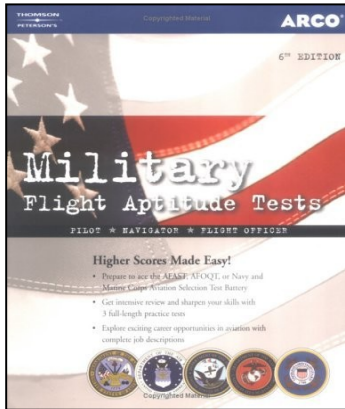




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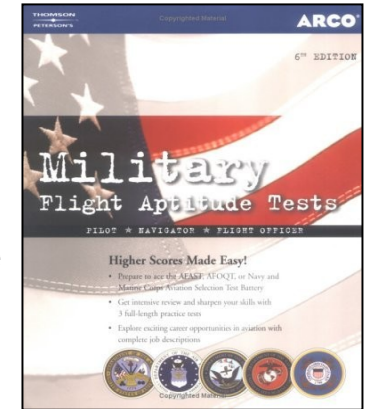
## Warrant Officers 12 Years Max Active Federal Service



### 153A

Any MOS/Rank can Apply  
Qualifying AFAST Score (90+)

Less than 33 years old by board convene date  
Pass a Class 1A flight physical  
(Vision Note: 20/50 or better)



## Technician

Usually SPC or higher Appointment prior to age 46

Most require BNCOC

Appropriate Qualifying Physical

Prerequisites are determined by proponents  
(website) [www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)





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## The Application

# !!!Download from Website!!!

### Board Packet

### Supporting

### Documents

1. [Checklist](#) (MILPO/PSB Letter or S-1)
2. DA Form 61  
(**HT/WT & APFT Statement**)
3. Letters of Recommendation  
(Next Slide)
4. Resume
5. ERB (Enlisted Record Brief)
6. OMPF (**New 10 Years of NCOERS** and/or  
AERS in order newest to oldest)
7. College Transcripts
8. DA Form 6256 (AFAST Form from Test  
Center) This form is for MOS 153A only
9. Official Photo

10. Security Clearance JPAS Print out
11. Physical  
(USAREC Form 1932)
12. DA Form 160-R
13. Statement of Understanding
14. Waivers  
**Moral** - HRC  
**Prerequisite**, - Proponent  
**Age**, and **AFS** - G-1  
**APFT** - G3
15. Conditional Release  
(Reserves & Other Services)





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## Letters of Recommendation

Letters must not be older than **Twelve Months**

**If using former Commander - we recommend having current Commander review packet!**

Letters of Recommendation required:

Company (or first UCMJ level) Commander (Must have)

\* Battalion (or second UCMJ level) Commander (Must have)

Senior Warrant Officer Letter of Recommendation (CW3 to CW5)

- Note: If requesting an APFT Waiver, BNCDR LOR must state you are physically capable of completing training and worldwide deployment

- LORs going to Email Traffic - Test program starting with SF-180As!





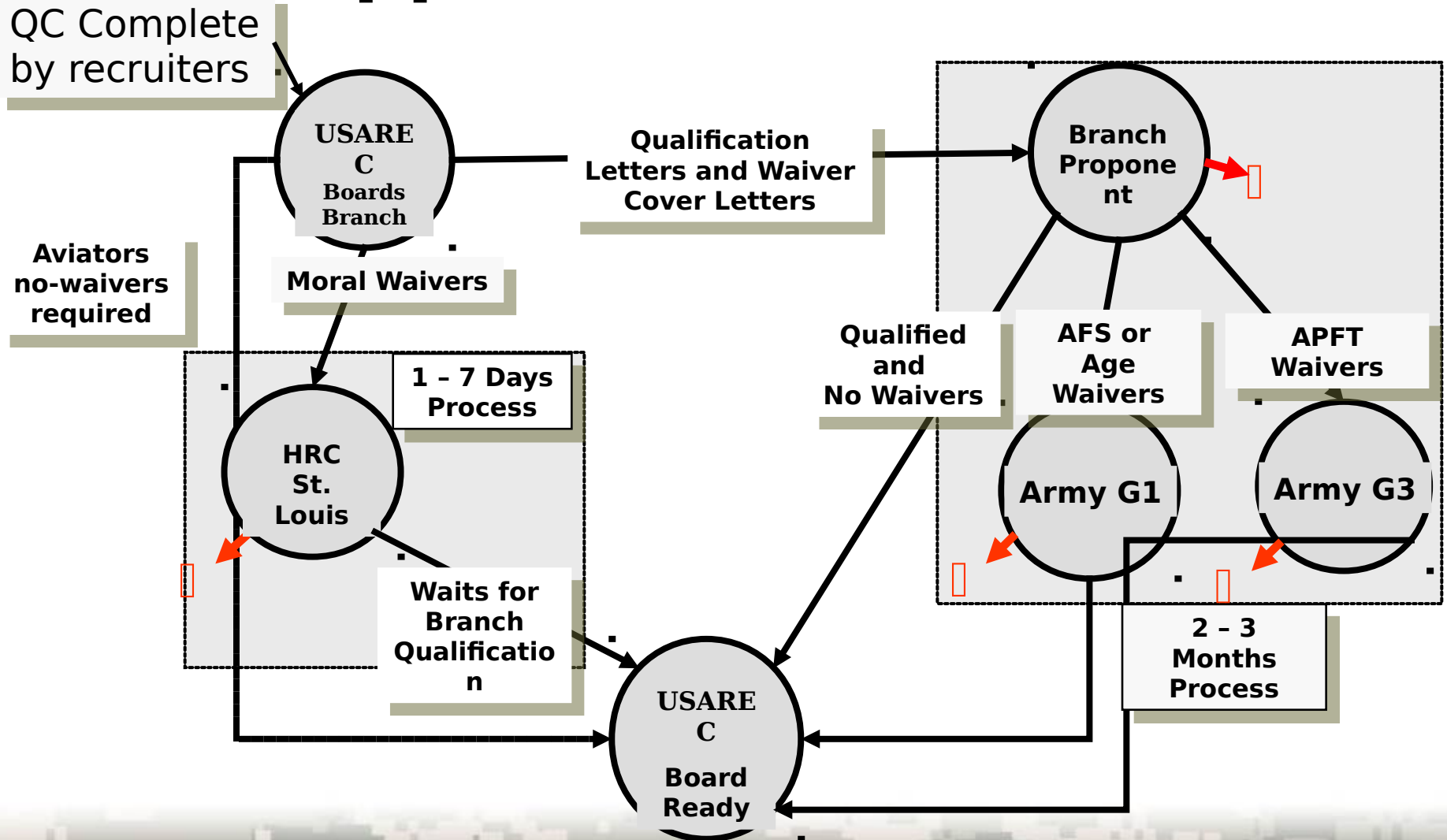
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## Application Process





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## Selection Board

DA Centralized Board Held at USAREC  
Comprised of Branch and Warrant Officers

APPLICANT OML#	MOS	VOTE		
WADE	100A	36	-2	1
O'NEAL	100A	35	+4	2
MORNING	100A	35	+3	3
PAYTON	100A	34	+3	4
WILLIAM	100A	33	+6	5
HAZEL	100A	28	+2	6
DIAZ	100A	28	+2	7
BRANCH	100A	12	+4	8
JONES	100A	9	+5	9

001987

	VOTE	INITIALS
MEMBER 1	5 +	
MEMBER 2	4 +	
MEMBER 3	5	
MEMBER 4	3 +	
MEMBER 5	5 -	
MEMBER 6	6	
MEMBER 7		
MEMBER 8		
MEMBER 9		
TOTAL POINTS		
28 +2		

HQ USAREC Fm 1877, 1 Apr 96

### Vote Using "Total Person" Concept

Fully Qualified - Selected - Q-S

Fully Qualified - Nonselect (First Board) - FQ-NS

Not Competitive - Not Selected (Second Board) - NC-NS







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## Final Notes

- ✓ Packet deadline: 1st of the month prior to the board

**Should be sooner if waivers are requested**

- ✓ Send the packet to USAREC **"Electronically"**

- ✓ Verify your application status on line!

**Specially if your status is "R"**

- ✓ We encourage contact – email, call, or fax

**153A Applicants**

**Studying for AFAST highly recommended**





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## Any Questions?



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